

From: Amy L. Lovoy <allovoy@myescambia.com>

Sent: Wednesday, May 1, 2019 10:42 AM

To: chiefrustynail@gmail.com

Cc: Matthew Coughlin <MCOUGHLIN@myescambia.com>; Alison A. Rogers <aarogers@co.escambia.fl.us>; John Dosh <JSDOSH@co.escambia.fl.us>; Addison R. Lavaway <ARLAVAWAY@myescambia.com>; District1 <District1@co.escambia.fl.us>; District2 <District2@co.escambia.fl.us>; District3 <District3@co.escambia.fl.us>; District4 <District4@co.escambia.fl.us>; District5 <District5@co.escambia.fl.us>

Subject: FW: Message From Chief Nail

Importance: High

Rusty,

In December 2018 you came to a meeting with Matt Coughlin and turned in your letter of resignation. When I came into Matt's office, I asked you 1) why you were leaving and 2) if I could talk you into staying. You told me at that time that you were certain that you wanted to leave and that the reasons were personal. I asked you to think about it over the next day or two, and if after that you still wanted to resign, I would accept it. You returned and again stated that you were certain you wanted to resign, and at that time I accepted it. Several days later, you asked to rescind that resignation, and I happily agreed. At NO point during any of these conversations did you mention ANY specific issues in Public Safety up to and including those currently in the media. In fact you did not make me aware of any issues until late January, early February when Matt and I asked to initiate an investigation.

On April 1, 2019, you again submitted a resignation. On April 10, 2019 you sent an email stating you would be on leave from that day until June 1, 2019, but on April 12, 2019 you changed your mind and stated that you will be back in the office on April 15, 2019 working until May 1, 2019.

On April 28, you changed your date to begin leave the following day on April 29, 2019 extending your final date to June 15, 2019. Two days later on April 30th, you asked to rescind a resignation.

This week I've been made aware of a meeting you had in September with Jack Brown where you again discussed your dissatisfaction, and Jack talked you out of leaving at that time as well.

With this totality of circumstance, I am not inclined to accept your desire to rescind your resignation. If you have any questions or if you wish to discuss this, please do not hesitate to give me a call at (850) 595-3936.

From: Addison R. Lavaway <ARLAVAWAY@myescambia.com>

Sent: Tuesday, April 30, 2019 3:39 PM

To: District1 <District1@co.escambia.fl.us>; District2 <District2@co.escambia.fl.us>; District3 <District3@co.escambia.fl.us>; District4 <District4@co.escambia.fl.us>; District5 <District5@co.escambia.fl.us>; Matthew Coughlin <MCOUGHLIN@myescambia.com>; Amy L. Lovoy <allovoy@myescambia.com>; John Dosh <JSDOSH@co.escambia.fl.us>

Subject: Message From Chief Nail

Importance: High

Per Chief Nail,

“Please find the attached letter. I will be using PTO this week with the exception of Thursday. ”

Thank you,

Addison Lavaway

Administrative Assistant

Public Safety

6575 North W Street

Pensacola, FL 32505

O: 850-475-5548

Chief Nail's Office: 850-475-5530

arlavaway@myescambia.com



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